

NEVADA DEPARTMENT OF AGRICULTURE
CARRYING OF FIREARMS AND DEADLY WEAPONS
POLICY #AG-1-HR-11

PURPOSE:

To establish a policy concerning carrying of firearms or other deadly weapons by Nevada Department of Agriculture employees while on the premises of the workplace.

POLICY:

1. It is the policy of the Department of Agriculture that employees shall not carry any loaded or unloaded firearms including rifles and shotguns or other deadly weapons of any kind while on the premises of the workplace, or in any other place while on duty except as provided below.
2. The Department recognizes employees who hold a valid concealed weapons permit have statutory authorization to carry a concealed firearm on the premises of the building in which they are employed. The duties and responsibilities of positions within the Department do not create the need to possess or use a firearm except as permitted by NRS 202.3673 (4) (c). The Department of Agriculture does not grant permission to its employees to carry concealed weapons while on the premises of the public building in which they are employed. As a result, an employee who possesses a valid concealed weapons permit, and who chooses to carry a concealed weapon on the premises of the building in which they are employed does so outside the course and scope of their employment with the Department of Agriculture, and does so in their personal capacity only. It is the policy of this agency that any display or use of the firearm by an employee in the course of their duties is strictly prohibited.
3. All Department facilities shall be marked with signs prohibiting firearms on the premises. The signs shall be posted at each public entrance, and shall state:
PURSUANT TO NRS 202.3673, NO FIREARMS ARE ALLOWED IN THIS
PUBLIC BUILDING.
4. An employee of the Department who has a valid concealed firearm permit (CCW) and elects to carry the concealed firearm in accordance with NRS 202.3673, shall:
 - a. Do so at their own peril and without authorization of the Department. The Department is also not responsible for the firearm or any consequences arising from the presence of the firearm in the workplace.
 - b. Be responsible at all times for the firearm they bring on the premises. The employee shall keep the firearm in their possession and control at all times and ensure the firearm remains secure and completely concealed from the public and employees view while on the premises.

- c. Ensure they thoroughly understand the provisions of this policy and that the privileges granted by the permit apply only to their primary workstation.
 - d. Understand that if their job requires them to enter public buildings other than the one in which they work that they must have written permission from the person in control of the public building before entering the public building with a concealed weapon if that public building has a metal detector at each public entrance or a sign posted at each public entrance indicating that no firearms are allowed in the building.
5. Causes For Disciplinary Actions, Up To and Including Dismissal:
- a. Exposing, drawing, or firing a firearm while on duty or on state property.
 - b. Failure to maintain control and security of the firearm at all times while on duty at their office or work station.
 - c. Unauthorized bringing to agency grounds or buildings a firearm or other implement generally construed to be a weapon, unless otherwise authorized by statute or law. Department of Agriculture Prohibitions & Penalties, I. Other Acts of Misconduct or Incompatibility, #1.
6. Violation of this policy or any state or federal law or regulation regarding the use and or possession of a firearm arising out of an incident while the employee is on duty or on the agency's property.

SCOPE:

This policy shall apply to all employees and contract personnel in the Department.

REFERENCES:

Nevada Revised Statutes (NRS) 202.253 through 202.449, 202.500 through 202.840, and 284.065; Nevada Administrative Code (NAC) 202, 284.0875 and 284.650 (20) and the Department's Prohibitions and Penalties.

DEFINITIONS:

- 1. Dangerous Weapons Those weapons described in Chapter 202 of the NRS.
- 2. Workplace Any building, office, or location specifically intended to serve as a place where work is performed by an employee during the course of a workday, including irregular shifts. The term does not include State vehicles, parking lots,

garages, or vehicle depots, unless those areas constitute an employee's usual and customary work site, or locations that serve as both living quarters and work sites.

3. CCW

A permit to carry a concealed firearm issued pursuant to the provisions of NRS 202.3653 to 202.369, inclusive.

POLICY COMMUNICATION:

All employees of the Department of Agriculture will receive a copy of this policy and will sign an acknowledgement that they have read and understand the conditions within. Employees needing clarification should contact Agency HR Services, their supervisor, or their Division Administrator for more information.

DIRECTOR'S POLICY AUTHORIZATION:

Jim R. Barbee, Director

_____ Date

APPROVED BY THE BOARD OF AGRICULTURE ON

_____.

Effective Date

This policy is not a substitute for relevant law or regulation nor does it establish additional rights beyond those provided in law and regulation. This policy is intended to be used in conjunction with the state law and the Rules for State Personnel Administration (NRS & NAC 284).

DEPARTMENT OF AGRICULTURE
POLICY ON CARRYING OF FIREARMS AND DEADLY WEAPONS_
ACKNOWLEDGEMENT FORM

Division:_____ Budget Account/Agency Org#:_____

Internal Employee ID#:_____

I, _____ have read and understand the Department of

(Employee's Name-Please Print)

Agriculture's Policy on the Carrying of Firearms and Deadly Weapons. If I am a permit holder, I am fully aware of the rights and restrictions contained in the Nevada Revised Statutes and Federal law and I understand that if I choose to carry my firearm on my person to my place of employment, I do so at my own risk and without the authority of the Department of Administration.

The duties of my employment do not require me to carry a firearm and the Department of Administration does not require nor authorize me to carry a firearm. I further understand that any usage of my firearm is my responsibility and outside the course and scope of my employment. I fully understand the State of Nevada will not provide any legal services to defend any legal matter arising from the presence or use of my firearm.

I understand that it is my responsibility to comply with this policy and non-compliance could result in disciplinary action.

Signature of Employee

Date

Signature of Division Head or Representative

Date